## Chapter 4 Human resource management and the law

#### Multiple choice questions - Factual

- 1. The employer-employee relationship must operate within the boundaries of:
- a. the organisation's production facilities or work sites.
- b. accepted ethical values and behaviours.
- c. numerous legal issues.
- d. what the CEO considers to be suitable or appropriate.

General Feedback: Page 122.

- Employees are defined as workers employed under a contract of service whereas independent contractors are employed:
- a. under minimum award conditions.
- b. with full statutory rights and obligations.
- c. for indefinite employment periods.
- d. under a contract for services.

General Feedback: Page 122.

- 3. The sources of legal obligations are:
- a. statutes, awards, common law, contracts.
- b. contracts, statutes, awards, statutory agreements, common law.
- c. formal contracts, informal contracts, statutes, awards.
- d. employer's duties, employee's duties.

General Feedback: Page 123.

- 4. In drafting employment contracts, employers often fail to consider terms other than:
- a. remuneration and hours of work.
- redundancy payments and non-competition clauses.
- c. probationary and termination periods.
- d. leave and other non-salary benefits.

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5. The prevailing implication of the Riverwood decision for employers is that they need to:

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